

---

# Contents

---

<i>List of figures</i>	viii
<i>List of tables</i>	ix
<i>List of contributors</i>	x
Introduction	1
<i>Adelina M. Broadbridge and Sandra L. Fielden</i>	
PART 1 GETTING IN	
1 Education and career counselling	15
<i>Lori D. Paris and Diane L. Decker</i>	
2 The internship class: subjectivity and inequalities – gender, race and class	30
<i>Elaine Swan</i>	
3 Understanding and researching ‘choice’ in women’s career trajectories	44
<i>Patricia Lewis and Ruth Simpson</i>	
4 Gender scripts as access codes to management positions	61
<i>Edeltraud Hanappi-Egger</i>	
5 Gendered understanding of recruitment processes: applications and résumés	74
<i>Ulla Hytti</i>	
6 Presumed incompetent: perceived lack of fit and gender bias in recruitment and selection	90
<i>Madeline E. Heilman, Francesca Manzi and Susanne Braun</i>	
7 Talking yourself into work: insights from sociolinguistics about gender and the employment interview	105
<i>Mary Barrett</i>	
8 ‘This is just the way it is’: executive search and gendered careers	123
<i>Charlotte Holgersson and Janne Tienari</i>	

- 9 Inclusion and exclusion processes in the executive search  
business: an intersectional approach 140  
*Regine Bendl, Helga Eberherr and Angelika Schmidt*
- 10 Breaking down barriers 158  
*Susan M. Adams*

PART 2 GETTING ON

- 11 Theories of vertical segregation in feminized occupations:  
rethinking dominant perspectives and making use of Bourdieu 179  
*Kate Huppatz*
- 12 Women's beliefs about breaking glass ceilings 194  
*Paul Smith*
- 13 Risk aversion among women: reality or simply 'doing gender'? 208  
*Mary Shapiro, Susan Hass, Sylvia Maxfield and Vipin Gupta*
- 14 Pursuing, doing and reviewing mentoring relationships 225  
*Jane L. Fowler*
- 15 Women managers, careers and organizations 243  
*Viki Holton*
- 16 How some women achieve success 258  
*Adelina M. Broadbridge*
- 17 Creating and sustaining positive careers for women: a closer  
look at organizational context 275  
*Janet L. Kottke and Mark D. Agars*
- 18 Women and leadership 290  
*Linda L. Carli*
- 19 'Woman as a project': key issues for women who want to  
get on 305  
*Sharon Mavin, Jannine Williams, Patricia Bryans and  
Nicola Patterson*
- 20 Women on boards in Australia: achieving real change or more  
of the same? 322  
*Alison Sheridan, Anne Ross-Smith and Linley Lord*
- 21 Global career challenges for women crossing international  
borders 341  
*Yehuda Baruch and Cristina Reis*

22	Pursuing partnerships: flexible work arrangements in US accounting and law firms <i>Leslie A. Levin, Mary Mattis, Andrea Tsentides and Jill Choate Beier</i>	357
23	Back to the future: a gendered analysis of ‘getting on’ in the professional services firm <i>Savita Kumra</i>	374
24	What’s ‘woman’s work’? Work–family interface among women entrepreneurs in Italy <i>Silvia De Simone and Vincenza Priola</i>	390
<b>PART 3 GETTING OUT</b>		
25	Playing, quitting or changing the game? A discussion of women managers’ responses to organizational conditions <i>Yvonne Due Billing</i>	411
26	Encore careers: motivating factors for career exit and rebirth <i>Wendy Marcinkus Murphy and Elizabeth Hamilton Volpe</i>	425
27	Senior women, work–life balance and the decision to quit: a generational perspective <i>Deirdre A. Anderson and Susan Vinnicombe</i>	445
28	Exploring the career decisions of professional women with dependent children <i>Helen M. Woolnough and Jane Redshaw</i>	460
29	Retirement – a new beginning or the beginning of the end? <i>Adelina M. Broadbridge and Agneta Moulettes</i>	474
30	Transitioning with Grace: women’s post-retirement needs and adjustment <i>Rachel A. August</i>	490
	<i>Index</i>	507